## Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## **GIPSA**

For 4th Quarter 2012 for period ending September 30, 2012

			Cor	nparati	ve Data	a
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ata	2012Thru09-30
	2007	2008	2009	2010	2011	20121111u09-30
Number of Complaints Filed	18	9	10	9	11	9
Number of Complainants	17	5	8	9	11	9
Repeat Filers	1	2	2	0	0	0

Complaints by Basis			Com	parativ	e Data	ı
Complaints by Basis	Pro	evious 1	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2007	2008	2009	2010	2011	2012Thru09- 30
Race	5	4	3	8	8	5
Color	2	1	0	0	3	1
Religion	0	0	0	0	1	3
Reprisal	7	4	4	1	3	4
Sex	8	2	4	3	4	5
PDA	0	0	0	0	0	0

National Origin	0	0	1	0	1	0
Equal Pay Act	0	1	0	0	0	0
Age	12	4	1	5	5	4
Disability	0	3	0	0	4	3
Genetics	0	0	0	0	0	0
Non-EEO	1	0	0	1	0	1
Complete to be Issue			Com	parativ	ve Data	l
Complaints by Issue	Pro	evious l	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2007	2008	2009	2010	2011	2012Thru09- 30
Appointment/Hire	0	1	2	6	4	0
Assignment of Duties	0	1	0	0	1	0
Awards	0	0	1	0	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0
Suspension	0	0	0	0	0	0
Removal	0	1	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	1	3	0	0	0	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	2	3	3	1	2	1

Sexual			0	0	1	L	0	1	1
Medical Examination			0	0	(	)	0	0	0
Pay (Including Overting	me)		0	0	(	)	0	0	0
Promotion/Non-Select	tion		13	2	(	)	3	4	5
Reassignment									
Denied			0	0	(	)	0	0	1
Directed			2	0	(	)	0	0	0
Reasonable Accommo	dation		0	2	(	)	0	0	1
Reinstatement			0	0	(	)	0	0	0
Retirement			0	0	(	)	0	0	0
Termination			0	0	(	)	1	0	0
Terms/Conditions of Employment			0	0	(	)	0	0	0
Time and Attendance			0	2	1	L	0	1	1
Training			0	2	(	)	0	0	0
Other			1	0	3	3	0	1	2
	1								
<b>Processing Time</b>	Previou		evious	Fiscal	Yea	ır D	ata		2012Thru09-
	2007	2007 20		2009	•	20	010	2011	30
Complaints pending d	uring fisc	ring fiscal ye							
Average number of days in investigation	0	0 22:		185.3	185.30		3.20	161.1	2 149.50
Average number of days in final action	226.25	1,2	214.00	627.2	29	18	8.83	151.7	5 180.25
Complaint pending du	ring fisca	al ye	ear whe	re heari	ng	was	reque	sted	
Average number of days in	0	22	27.82	120.0	00	31	1.00	164.6	7 159.20

Rendered by Ba						iscal Year Data					2012Thru09-				
Findings of Discrimi	ination					Comparative Da					ata				
With Hearing		0	0	0	0	0	0	0	0	0	0	0	0		
Without Hearing		0	0	0	0	0	0	0	0	0	0	1	100		
Total Number Finding	gs	0	0			0		0		0		1			
		#	% #		%	#	%	#	%	#	%	#	%		
Actions Finding Discrimination	$\mathbf{g}$	20	07	1	10us 1008	<u> </u>	009	Т	010	1	)11	2012	2Thru09- 30		
Total Final Agen	ıcv	Prev		ione											
					Compara					Da	nta				
Total Complaints With Complainants							0		1		1	0			
dismissal	Complai	nts	Wit		59		0 7 <b>Co</b>	mnl	0 oina		40		0		
Agency  Average days pending	r prior to				1										
Total Complaints Disa	missed by	y	0			0	0		0		0		0		
Agency			200		200		2009	_	2010	Τ	)11	2012	Thru09- 30		
Complaints Dismi	issed by			Dra	eviou	ıc I					1				
action			1		<u> </u>		Co	mn	arati		Doto				
Average number of days in final	794.00	1	,214.	1,0	24	.50	370	0.00	24	5.00	3	351.00			
Average number of days in investigation	0	2	222.8	30 228.83				3.00	150	0.50		101.00			
Complaint pending du	ring fisc	al y	ear	ere h	ear	ing v	vas	not re	eque	ested					
Average number of days in final action	37.00	0			9'	7.6	7	152	2.60	57	7.50		9.50		

Note: Complaints can be	2007		20	008	20	)09	2010		2011			30
filed alleging multiple bases.The sum of the bases may not equal total complaints and findings.	# %		#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		1	
Race	0	0	0	0	0	0	0	0	0	0	1	100
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	1	100
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	1	100
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
											ı	
Findings After Hearing	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0

Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
	<u>'</u>	<u> </u>	<u>'</u>		<u>'</u>		<u>'</u>	1	,			
Findings Without Hearing	0		0		0		0		0		1	
Race	0	0	0	0	0	0	0	0	0	0	1	100
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	1	100
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	1	100
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
	Ì		•		(	Com	para	ative	Da	ıta		
Findings of Discrimination		P	revi	ious	Fisc	cal Y	ear	· Dat	ta		2012	Thru09-
Rendered by Issue	20	007	20	008	20	009	20	10	20	)11		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0

Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	1	100
Sexual	0	0	0	0	0	0	0	0	0	0	1	100
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0

Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0

Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		0		0		0		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	1	100
Sexual	0	0	0	0	0	0	0	0	0	0	1	100
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0

Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment				ı						ı		
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0
Training	U			_								
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
				0	0			0 arati				0
Other - User Defined  Pending Complaints Filed	in	0	0			Co	mp		ive	Data	L	0 <b>Thru09</b> -
Other - User Defined	in	0	0		us F	Co	mp l Yo	arati	ive Data	Data	L	
Other - User Defined  Pending Complaints Filed	in atus	20	0	evio	us F	Co Fisca	mp l Yo	arati ear I	ive Data	Data 1	L	Thru09-
Other - User Defined  Pending Complaints Filed Previous Fiscal Years by Sta	in atus	20	0 Pr	evior	us F	Co Fisca	mp l Yo	arati ear I 2010	ive Data	Data  1 011	L	Thru09- 30
Other - User Defined  Pending Complaints Filed Previous Fiscal Years by Sta  Total complaints from previor Fiscal Years	in atus	20	0 Pro	200 29	us F	Co Fisca 2009 29	mp l Yo	arati ear I 2010	ive Data	Data 011	L	Thru09- 30
Other - User Defined  Pending Complaints Filed Previous Fiscal Years by Sta  Total complaints from previor Fiscal Years  Total Complainants	in atus	200	0 Pro	200 29	9 7	Co Fisca 2009 29	mp l Yo	arati ear I 2010	ive Data	Data 011	L	Thru09- 30
Other - User Defined  Pending Complaints Filed Previous Fiscal Years by Sta  Total complaints from previor Fiscal Years  Total Complainants  Number complaints pending	in atus	200	0 Pr. 007	200 29 27	us F	Co Sisca 2009 29 26	mp l Yo	arati ear I 2010 0 13	ive Data	<b>Data 011</b> 0 13	L	Thru09-30 0 15
Other - User Defined  Pending Complaints Filed Previous Fiscal Years by State Total complaints from previor Fiscal Years  Total Complainants  Number complaints pending  Investigation  ROI issued, pending	in atus	200	Pro 007 20 . 7	200 29 27	98 977	Co Sisca 2009 29 26	mp l Yo	arati ear I 2010  0  13	ive Data	Data 011 0 13	L	Thru09-30 0 15
Other - User Defined  Pending Complaints Filed Previous Fiscal Years by State Total complaints from previor Fiscal Years  Total Complainants  Number complaints pending Investigation  ROI issued, pending Complainant's action	in atus	200	Pr. 007	200 29 27	7 )	2009 29 26	mp l Yo	arati ear I 2010  0  13	ive Data	Data 011 0 13 0	L	Thru09-30 0 15 2

	Comparative Data										
<b>Complaint Investigations</b>	Pro	evious	Fiscal Y	Year D	ata	2012Thru09-					
	2007	2008	2009	2010	2011	30					
Pending Complaints Where Investigations Exceed Required Time Frames	11	4	2	1	1	4					